

Case 3:10-cv-00188-JPG -PMF Document 112-10 *SEALED* Filed 12/17/10 Page 22 of 127

Hernandez Joann USGR

Peter Hertel

From: Gerringer Lisa USGR
Sent: Thursday, October 09, 2003 12:28 PM
To: Hernandez Joann USGR
Subject: FW: Pay Increase & Title change

FYI

-----Original Message-----

From: Bailey Shelby USGR
Sent: Monday, September 22, 2003 10:05 AM
To: Gerringer Lisa USGR
Subject: RE: Pay Increase & Title change

hertl

-----Original Message-----

From: Gerringer Lisa USGR
Sent: Monday, September 22, 2003 9:51 AM
To: Bailey Shelby USGR
Subject: RE: Pay Increase & Title change

Peter who?

-----Original Message-----

From: Bailey Shelby USGR
Sent: Monday, September 22, 2003 8:52 AM
To: Whitaker Tony USGR
Cc: Smith Troy USGR; Gerringer Lisa USGR
Subject: RE: Pay Increase & Title change

I have updated Peter's title & applied an [REDACTED] promo RETRO to 4/01/2003; new salary is \$ [REDACTED]

-----Original Message-----

From: Whitaker Tony USGR
Sent: Friday, September 19, 2003 3:53 PM
To: Bailey Shelby USGR
Subject: Pay Increase & Title change

Hi Shelby!

Thank you so much for doing this!

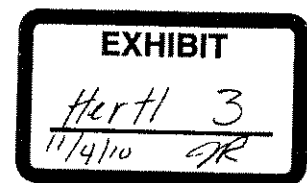
Peter's new Title is:

Global Head of Environmental Fate

He receives an [REDACTED] increase back dated effective April 1, 2003.

Have a wonderful weekend.

Tony Whitaker
Employee Relations
Syngenta Crop Protection
(336) 632-2781



Hernandez Joann USGR

From: Whitaker Tony USGR
Sent: Thursday, October 09, 2003 1:58 PM
To: Hernandez Joann USGR
Subject: FW: Peter Hertl

Tony Whitaker
Employee Relations
Syngenta Crop Protection
(336) 632-2781

-----Original Message-----

From: Capps Jan USGR
Sent: Thursday, August 14, 2003 8:14 AM
To: Dickson Gary USGR; Whitaker Tony USGR
Subject: RE: Peter Hertl

Tony, can you follow up with Gary and make this happen?

Jan
Jan Capps
Head, HR and Communications
NAFTA CP
Syngenta
336-632-7293

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-----Original Message-----

From: Dickson Gary USGR
Sent: Thursday, August 14, 2003 8:08 AM
To: Capps Jan USGR
Subject: FW: Peter Hertl

Good stuff, can we get him started on this from the point of promotion?
Thanks,
Gary

-----Original Message-----

From: Swaine Harry GB1H
Sent: Thursday, August 14, 2003 7:04 AM
To: Dickson Gary USGR
Cc: Koelbing Christoph CHBS; Capps Jan USGR
Subject: RE: Peter Hertl

Gary,
I have reviewed the alignment of Peter's salary with potential career moves we anticipate for him with Christoph. The [REDACTED] increase recommendation for Peter is well thought out and it has my support. Will you progress this through the local procedures?
Regards,
Harry

-----Original Message-----

From: Koelbing Christoph CHBS
Sent: 14 August 2003 10:56
To: Capps Jan USGR
Cc: Dickson Gary USGR; Swaine Harry GBJH
Subject: RE: Peter Hertl

Dear Jan

sorry for replying late. I fully agree with your proposed process and please go ahead. I do not need to be involved as this is not an SMG. However I'm always happy to be contacted for related suggestions/support/advice if needed.

Best regards

Christoph

-----Original Message-----

From: Capps Jan USGR
Sent: Freitag, 1. August 2003 18:22
To: Koelbing Christoph CHBS
Cc: Dickson Gary USGR
Subject: FW: Peter Hertl

Hi Christoph,

Here is my answer to the process question. Can you tell me if you think the process I have outlined fits with your thoughts?

- 1) Harry has a question about his matrix report, Peter Hertl.
- 2) Harry calls Gary Dickson to ask if he has any input on the matter.
- 3) Gary calls me (or his LBP, Tony Whitaker) and asks us to look at the compensation status of Peter.
- 4) We make a proposal to Gary.
- 5) Gary reviews the proposed action with Harry.
- 6) Harry can review with you, if that is necessary.
- 7) We implement.

The concept that underlies my view of this is that compensation matters are primarily local. Let me know what you think and we will proceed accordingly.

Thanks

Jan

Jan Capps
Head, HR and Communications
NAFTA CP
Syngenta
336-632-7293

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-----Original Message-----

From: Dickson Gary USGR
Sent: Friday, August 01, 2003 12:16 PM
To: Capps Jan USGR
Subject: FW: Peter Hertl

Jan,

I was wondering what the process should be for moving this forward.

Thanks,

Gary

-----Original Message-----

From: Swaine Harry GBJH
Sent: Friday, August 01, 2003 6:46 AM
To: Koelbing Christoph CHBS
Cc: Winter Jonathan GBAP; Dickson Gary USGR; Smith Lewis GBAP
Subject: Peter Hertl

Christoph,

In April this year Peter Hertl (GSO) was appointed Global Head of Environmental Fate reporting to me as Head of Environmental Sciences. He was previously Head of Environmental Fate for NAFTA - a role that is now subsumed within his new role. The new job is considerably bigger (~100 staff on 3 international sites, budget \$20M internal + \$10M external). To date Peter has received no remuneration reward in recognition of his new responsibilities.

In addition Peter is prominent on the CP Dev Succession planning lists. Lewis and I have "pencilled" Peter into a move to join the CP Development Management Team (in an SMG capacity?) in 2/3 years.

Can I ask that you examine Peter's current remuneration package and advise where he should be to reward him for his current responsibilities and keep him on an upwardly mobile trend given his likely career path.

Regards,

Harry